



For executives and individuals who want to improve their performance.

What is Coaching?

“Coaching is about unlocking a person’s potential to maximise their own performance. It is helping them to learn rather than teaching them.”

~ Sir John Whitmore

Executive coaching is the preferred choice of successful leaders who want to achieve greater success. Why? Because coaching is personal, targeted and focuses on future possibilities more than past mistakes. It is about stretch and challenge, achieving goals with least effort whilst having a champion, objective partner from outside the organisation to support your desired outcomes.

Key Objectives and Benefits:

- Help to focus on what you need or want to achieve and how you will get there
- Support and encouragement on the way to achieve those goals
- Personal and timely feedback on how you are doing
- A safe, non-partisan environment to think things through and discuss challenges and opportunities
- An opportunity to be stretched
- A very practical route to learning on the job



PERFORMANCE COACHING

How does coaching work?

A programme is designed exclusively for each coaching candidate with their coach, so key development and focus areas are met. Typically the Coaching candidate will have a series of 6-10, one-to-one sessions with his / her coach – each session lasting for up to 1-2 hours.

DURING THE PANDEMIC coaching has been delivered predominantly via Zoom (or similar web platform). As social distancing requirements relax so coaching delivery will revert to a blend of face-to-face and web-based sessions as appropriate.

Why does coaching work?

Many leaders are unsure about what leadership style they should adopt or are expected to have and want to move toward leadership solutions which work best for them. A coach supports this transition, determining which facet of leadership is best suited to an individual.

Coaching focuses on desired aspirations and outcomes. Better goals that make sense to the organisation and the individual are set.

Motivation and commitment are dramatically increased when the candidate makes their own decisions and finds their own solutions. A coach will encourage and harness this.

It's too easy to get stuck in a routine way of doing things - life and business can get in the way or take over. This is human nature. A coach can help an executive stay on track for their most important focus areas – helping them to do what's important – Not just what's urgent.

Leaders often find they are too involved in situations to be fully objective or completely able to explore all possible solutions. Coaching uncovers options and opens the lid on thinking. A coach will ask questions clients may not think of asking themselves.

Coaching is completely private and confidential, and candidates will discover a freedom to talk openly in a way that is not possible within the business.



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What does it take for coaching to succeed?

Success will depend on building a trusting, confidential relationship between coach and the candidate. Equally, it requires a high degree of openness to learn, to be vulnerable at times when moving beyond one's comfort zone, and a willingness to try new things.

Poisson Rouge coaches take a personalised approach to working with an executive, to build the rapport and trust that is absolutely essential for success. Equally, they know how to strike the right balance between challenge and support, to enable an executive to play a bigger game and make long lasting changes.

Duration:

Programme duration varies according to the needs and requirements of the individual and the host company. As a standard we propose min 6 sessions to be delivered over a 6-month period.

Following review of progress the programme is then amended and in most cases extended to suit the requirements of the individual.

While successful coaching candidates recognise that their development is a continuous and ongoing process, programme durations are bound by resource and time available and the achievement of specific targets and goals.

Review:

A '*Sustain and Build*' review session will be held at the end of the programmes' 1st cohort (ie after the initial 6 sessions) to consolidate the learning and agree next steps.

Psychometric Instruments:

Psychometric instruments are used to establish behavioral preferences, emotional intelligence profiles, ideal team roles and leadership potential.



PERFORMANCE COACHING

Confidentiality:

The relationship between coach and candidate is a very personal one and is based on a platform of total trust and confidentiality. We are more than happy to participate in Non-Disclosure Agreements as appropriate although we are rarely asked to do so.

The development relationship is only between the coach and candidate and no personal information will ever be shared or discussed either internally at Poisson Rouge or externally.

If a candidate is part of a wider coaching programme where a number of candidates from the same team or company are included - then generic, key themes around team development (but not specific information about individuals) may be shared or discussed with the sponsors / stakeholders from the host organization as required.

BUDGETS:

We offer three levels of coaching support:

- Team Member £200.00 / session
- Management £300.00 / session
- C-Suite - (Executive Board, Ops Board, NED) £500.00 / session

Psychometrics are charged at £100 each including reporting

OUR EXPERIENCE:

We have a very long and impressive track record of success in executive and performance coaching and will be happy to share case study examples on request